VISIT…

Chanakya- The first complete management guru

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Agenda

- Life and times
- Principal Works
- Leadership Principles of Chanakya

Why Complete Management Guru

- Established tenets
  - That were intensively practiced by the author
  - That are exhaustive and account for every conceivable situation
  - that created a dynasty
  - Installed Chandra Gupta Maurya as King
  - Produced and inspired the best bureaucracy that India has known
  - That worked for 136 years
  - Produced Emperor Ashok the Great
  - That is still relevant today !!!

Life and Times

- Life time:350-275 BC
- Personal : belonged to Kutila Gotra, born at/ son of Chanaka ,named as Vishnugupta
- Key Incident: Insulted by Nanda, King of Magadha
  - Version 1- President of a charity trust
  - Version 2- Feast, asked to leave after started eating
- Enter Chandragupta,
  - Version 1-Kusa Grass and Sugar Syrup
  - Version 2-Chanced upon Chandragupta, playing king with village companions, impressed, purchased him for 1000 panas
- Tutelage of Chandragupta: At Takshashila for 7-8 years: math, humanities , military arts and science

Life and times

- The first attempt : The story of the lady and hot food.
- Installed Chandragupta as King in 321 BC: served as Chief Counselor from 323 to 298 BC.
- Life Summary
  - Pioneer of the art of statecraft
  - Brilliant and luminous individual
  - Teacher of precepts of enduring value

Works

- Artha Sastra
- Chanakya Neeti
- Chanakya Sutra

Artha Sastra and Chanakya Neeti

- Artha Sastra
  - 6000 verses, mainly prose with about 380 shlokas, divided into 15 adhikaranas (books) and 150 Chapters and 180 prakaranas (sections dealing with one topic)
- Chanakya Neeti
  - Neeti defies definition like common sense
  - Neeti is mother of all human sciences : aims at cultivation of virtues and wisdom and striking a balance between purusharthas
  - Maxims in poetical form – 12 chapter 307 verses

Chanakya Sutra

- The sutra system
  - 572 sutra
    - 200-220 for rulers for enterprise management
    - Remaining for common folk for life management
- Generic Principles of management
- Quite different and offers a unique approach

Chanakya Sutra for Leadership Principles

- Synopsis
  - Mulani-Foundations
  - Mantrinaha-Counselors
  - Mantra-Policies and Strategies
  - Rajya Tantram -Mangement
  - Rajya Neeti- Management Science
  - Sandhi-Alliances
  - Aacharanam-Behaviour
  - Danda- Enforcement
  - Artha –resources
  - Karyavyapti-Working

- Synopsis
  - Karyam-Work
  - Karyarthi-Work manager
  - KaryaSiddhih-Work Accomplishment
  - Loka – Human relations
  - Sahas – Managerial Actions
  - Arthakamau-Wealth and Desires
  - Charitram-Character
  - Dosha-Faults
  - Utsah- Enthusisam
  - Svajana-Own people
  - Dharma-Ethics

Chankaya Sutra

- Invocation
  - Sa Shrih Wah Avyaat
  - May that Wealth Protect you
- Moolani
  1. Sukhasya moolam dharmah
  2. Dharmasya moolam arthah
  3. Arthasya moolam rajyam
  4. Rajya moolam indriya jayah
  5. Indriyajayasya moolam vinayah
  6. Vinayasa moolam vruddhopasevah
  7. Vruddhopasevaya vijnanam
  8. Vijnanena atmaanam sampadyet
  9. Samapaditatma jitatmama bhavati
  10. Jitatma sarvarthe sanyujyate

1.Sukhasya Moolam Dharmah

- The basis of happiness is ethics
- Sukham
  - The sole purpose of management is to generate happiness for all
- Dharma
  - Prescribed duty
    - Professional Inclination
    - Station in life
  - Universal Code of Conduct
    - Ahimsa-non violence
    - Satya- Truth
    - Sauca-Cleanliness of body and mind
    - Anasuya-non jealousy
    - Anrsanya-non cruelty
    - Ksama- forgiveness

2.Dharmasya Moolam Arthah

- The basis of ethics is resources
  - Without Food , Clothing and Shelter one cannot pursue the ethical path or perform one's duties.
  - Happiness for self and others results through ethical behavior: money or resources make ethical behavior possible
  - One must strive to generate wealth and share it equitably to create happiness for oneself and others
  - Shubh labh!!!

3.Arthasya moolam rajyam

- The basis of resources is Kingdom (enterprise)
  - Resources are controlled , surplus generated and used for different purposes through the possession of a kingdom
  - The large nation states/corporations today are similar in structure to kingdoms but are governed by elected/appointed representatives of the people /stakeholders
  - The development of science , technology and engineering with the market economy has resulted in wealth generation through the industry and services sector. This is in addition to agriculture which has always existed.

4.Rajya Moolam Indriya jaya

- The basis of enterprise is rooted in conquering the body organs
  - Management of 'everything' begins with management of 'your self'
  - Management cannot be separated from the manager
  - Indriya
    - Organs of sense
      - Eyes ,ears ,nose ,tongue and skin
    - Organs of action
      - Hands, feet, mouth , reproduction , excretion
    - Organ of perception
      - Mind
  - Manifestation of indriya jaya
    - Control over
      - Kama, krodha, lobha, moha, mada and matsarya

5.Indriyajayasa moolam vinayah

- The conquest of the organs lies in training /discipline
  - Mastery of the self lies in the self discipline/humility generated by training in ethics

6.Vinayasa moolam vruddhopaseva

- Humility is rooted in serving the elder
  - True humility and self mastery can be cultivated only by learning persons more learned than oneself in one’s areas of interest.

7.Vruddhopaseva Vijnanam

- Worldly Knowledge is learned from serving the elder
  - Vijnanam
    - Sciences and art.
    - Human Behaviour
  - Jnanam
    - Spiritual /philosophical knowledge

8.Vijnanaena atmamanm sampadyet

- Equip yourself fully with worldly knowledge
- Enrich yourself internally
  - Cognitive acquisition of worldly knowledge followed by internalization leading to appropriate behavior in practice leading to better performance at tasks undertaken.

9.Sampaditatama jitatma bhavati

- One who has acquired knowledge is the one who has conquered himself.
  - Totally self controlled professional leader/manager
    - Acts in the long terms interest of the organisation
    - Resists the acting in self interest which conflicts with organisational interest
    - Does not succumb to pressure of interests against long terms interests
    - Resists temptations to do good to the organisation at the cost of society , nations and stakeholders
    - Prepared to quit rather make decisions against convictions

10.Jitatma Sarvarthe sanyujyate

- The self conquered should endow himself with all resources
  - Sarvarthe
    - All resources,
      - Men
      - Money
      - Materials
      - Methods
      - Money
  - After worldly knowledge is acquired, resources do not come on their own : they have to be deliberately acquired in order to be victorious in all tasks undertaken and enterprise building.

Leadership Principles of Chanakya